

HRC NEWS & VIEWS

Volume 9, Issue 3

March 2013

DOCTOR'S DAY

On February 21st, 1991 President George H.W. Bush signed a resolution designating March 30th as "National Doctor's Day".

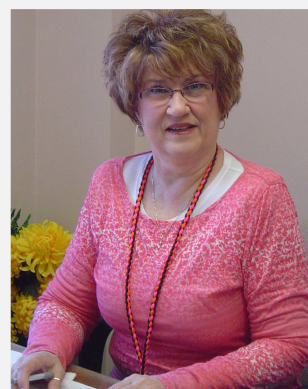
HRC is proud to recognize Michael Judson, PsyD and Kenneth Zoucha, M.D. for their work in helping the youth develop changes in their lifestyles and to improve their health.

Thanks for all you do to make HJCDP a successful program!



SOCIAL WORK MONTH

H R C
recog-
nizes
Connie
John-
son, Li-
censed
Clinical
Social
Worker!



S o m e -
times, all
it takes
to help
people get on the right path is guid-
ance toward what is possible. Other
times, social workers are an immedi-
ate lifeline in crisis—providing access
to resources and new life options.

Thank you, Connie for the skills you
bring to HJCDP!

RECREATION MONTH

We may be a month late, but we are very
grateful for our recreation/activities staff,
James Schulte and Josh Albrecht. Together
they provide the youth with opportunities to
exercise their bodies, participate in team re-
creational events and learn healthy habits
while in the program and after discharge.

Thanks James and Josh for your healthy con-
tributions!



March is

**National Nutrition
Month**

Red Cross Month

**Bell Peppers and
Broccoli Month**

**Berries and Cherries
Month**

Child Life Month

Employee Spirit Month

National Kite Month

**National Social
Work Month**

Optimism Month

3/2-19 Iditarod Race

**3/3-9 Severe Weather
Preparedness Week**

**3/1 Employee
Appreciation Day**

**3/2 Read Across
America Day**

Dr. Suess's Birthday

**3/10 Daylight Savings
Begins**

3/17 Saint Patrick's Day

3/20 First Day of Spring

3/29 Good Friday

**3/30 National Doctor's
Day**

3/31 Easter



PLANNING, PLANNING, PLANNING

BY MARJ COLBURN

Hard to believe that we are into March. I'm hoping that all the snow we received during the end of February is the last blast of winter. Thanks to the Maintenance crew for keeping the streets and parking lots cleared. Thanks to Jean and Travis for working on the Incident Command. Thanks to Josh and Tracy for going into town to get staff and taking people home as needed. Thanks to all the Clinical Team who worked on transportation for the youth and passes that were to occur during that time. It is all really appreciated and a great example of teamwork.

In the few nice days we had, contractors were able to get the cement pad poured for the State vehicles behind Building #3. Plans are to finish paving along the east section of the lot and pave the south parking areas of Building #3 in the near future.

DAS has found some additional funds for us and will be working on the tennis court area as well. The

slope of the ground and the ditch will get some reworking, and then we will have some nice paving stones shore up the east side of the tennis courts. With the new building plans there was discussion back and forth about whether or not to keep the tennis court, but if we can get it looking better and making the structure safer, why not? We can use all the outdoor recreation areas we can get for the youth.

It is my understanding that the hearing related to making HRC into a 24 bed program, remodeling Building #3, and demolishing the vacant buildings is set for the last week in March. Scot Adams has been requesting information related to prior placement information on the youth and counties of admission for the youth as part of his presentation. I'm sure there will be more requests for information as we get closer to the actual date.

The Nebraska Historical Society was on campus recently taking photos of the exteriors of all of the build-

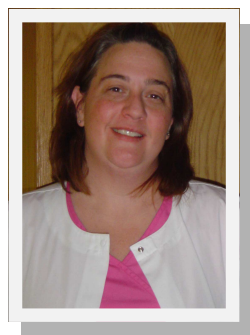
ings. This is a survey of all state buildings that is undertaken every 20 years.

Thanks to everyone for participating in the "Serving People with Excellence" training. We had really good groups, lots of participation and good ideas expressed.

We are hearing that Bill's latest surgery went well and he plans to be back to work, at least part-time, on March 11th. It sure has been a long year for him.

The latest I've heard is that Bridges plans to be in their new dwellings sometime in April. Of course we all know that the best laid plans don't always pan out. When Bridges does leave the campus, HRC will not have any responsibility with the program – things like food, Maintenance and Housekeeping that we have assisted with all along. We wish them well in their new homes.

NEW EMPLOYEE



RN, Candi Fox joined HRC on February 11, 2013. Please make her feel welcome!



SHOW YOUR SUPPORT

In recognition of April as Alcohol Awareness Month, all employees who purchased the AWARENESS t-shirt are encouraged to wear it as often as possible in April. A special prize will be awarded to the employee who wears their shirt the most often. Check in with Corinne Jensen Monday through Friday or a YSS on the weekends or holiday to be counted and registered for showing your support!

A designated casual day will be announced in April!

NEW EVALUATION PROCESS BY CAROLYN BROWN

We are an asset to Nebraska State Government, as well as the team we work with on a daily basis. The way we do our jobs and the manner in which we conduct ourselves are just as important as the jobs we are doing. As a result, the State is moving to a more consistent and comprehensive way of looking at and evaluating performance.

The statewide performance management system in the Employee Development Center (EDC) became live for all employees in January, 2013. Employees and supervisors will receive an e-mail notification from the EDC based on the employ-

ee's Continuous Service Date (previously known as your Adjusted Service Date) to complete the performance review process in the new system. This will begin with the employees who have a Continuous Service Date of March 14th. Anyone with a Continuous Service Date before March 14th will complete their annual performance review in the current OnBase system.

Please take the time to look at the User Guides and Tutorials that are available for viewing on the LINK website at http://das.nebraska.gov/personnel/user_guides.html. There are four sections to the Annual Per-

formance Review: Universal Performance Dimensions, Essential Job Duties, Performance Goals and Goal Management and Development Plans. If you look under the Philosophy of Performance Management on the website, it will breakdown each of these sections so you are aware of what these sections mean to you. There is some very good and important information on this website. It not only informs you of what to expect from the process, but it also gives you some information for you to work with in the performance management system for your future development.

NEWS FROM THE KITCHEN BY MINDY BLAIR



After having our steamer for 23 years, we have finally decided to retire it. We have purchased a new one and are very excited to use it for the first time! There have been some changes made to parts of the menus due to feedback I have been getting from the youth. They have

shared likes and dislikes, and I have taken them into consideration and have incorporated new meals as well as taken away or changed different items. We will see how they like the changes, and I have encouraged them to keep giving me suggestions as to what they would like to see on the menus. My staff have

been working hard to adhere to these changes made and see the new items as a nice change of pace. Happy Birthday wishes go out to Doug Bonham on March 14th and Renee Bonds on March 26th! We hope you both enjoy your days! Happy March to everyone!



Be on the look out!

EASTER EGG HUNT

MARCH 25 — 29

Watch your emails for details!



HOUSEKEEPING NEWS BY MARY ANN KOCH

Spring is on the horizon! I've been noticing the many birds of all kinds on campus and figure it must be close.

It has been a quiet month with the exception of the snow storm. Housekeeping prepared seven rooms for possible sleep overs. I

think that only a couple were used, but they are washed and ready if we need them again.

Lysol IC has been purchased for the sole purpose of cleaning our new mattress' and pillows, and this cleaner is required to keep our warranty valid. HDO is still available for

everything else.

Can't believe that we are going to lose that hour of sleep already! Have a great month.

TODAY YOU, TOMORROW ME BY VALUES IN ACTION

During this past year I've had three instances of car trouble: a blowout on a freeway, a bunch of blown fuses and an out-of-gas situation. They all happened while I was driving other people's cars, which for some reason makes it worse on an emotional level. And on a practical level as well, what with the fact that I carry things like a jack and extra fuses in my own car, and know enough not to park on a steep incline with less than a gallon of fuel.

Each time, when these things happened, I was disgusted with the way people didn't bother to help. I was stuck on the side of the freeway hoping my friend's roadside service would show, just watching tow trucks cruise past me. The people at the gas stations where I asked for a gas can told me that they couldn't lend them out "for safety reasons," but that I could buy a really crappy one-gallon can, with no cap, for \$15. It was enough to make me say stuff like "this country is going to hell in a hand basket," which I actually said.

But you know who came to my rescue all three times? Immigrants. Mexican immigrants. None of them spoke any English.

One of those guys stopped to help me with the blowout even though he had his whole family of four in tow. I was on the side of the road for close to three hours with my friend's big Jeep. I put signs in the windows, big signs that said, "NEED A JACK," and offered money. Nothing. Right as I was about to give up

and start hitching, a van pulled over, and the guy bounded out.

He sized up the situation and called for his daughter, who spoke English. He conveyed through her that he had a jack, but that it was too small for the Jeep, so we would need to brace it. Then he got a saw from the van and cut a section out of big log on the side of the road. We rolled it over, put his jack on top and we were in business.

I started taking the wheel off, and then, if you can believe it, I broke his tire iron. It was one of those collapsible ones, and I wasn't careful, and I snapped the head clean off. Damn.

No worries: he ran to the van and handed it to his wife, and she was gone in a flash down the road to buy a new tire iron. She was back in 15 minutes. We finished the job with a little sweat and cussing (the log started to give), and I was a very happy man.

The two of us were filthy and sweaty. His wife produced a large water jug for us to wash our hands in. I tried to put a 20 in the man's hand, but he wouldn't take it, so instead I went up to the van and gave it to his wife as quietly as I could. I thanked them up one side and down the other. I asked the little girl where they lived, thinking maybe I'd send them a gift for being so awesome. She said they lived in Mexico. They were in Oregon so Mommy and Daddy could pick cherries for the next few weeks. Then they were going to pick peaches, then go back home.

After I said my goodbyes and start-

ed walking back to the Jeep, the girl called out and asked if I'd had lunch. When I told her no, she ran up and handed me a tamale.

This family, undoubtedly poorer than just about everyone else on that stretch of highway, working on a seasonal basis where time is money, took a couple of hours out of their day to help a strange guy on the side of the road while people in tow trucks were just passing him by.

But we weren't done yet. I thanked them again and walked back to my car and opened the foil on the tamale (I was starving by this point), and what did I find inside? My \$20 bill! I whirled around and ran to the van and the guy rolled down his window. He saw the 20 in my hand and just started shaking his head no. All I could think to say was, "Por favor, por favor, por favor," with my hands out. The guy just smiled and, with what looked like great concentration, said in English: Today you, tomorrow me."

Then he rolled up his window and drove away, with his daughter waving to me from the back. I sat in my car eating the best tamale I've ever had, and I just started to cry. It has been a rough year; nothing seemed to break my way. This was so out of left field I just couldn't handle it.

In the several months since then I've changed a couple of tires, given a few rides to gas stations and once drove 50 miles out of my way to get a girl to an airport. I won't accept money. But every time I'm able to help, I feel as if I'm putting something in the bank.

YOU'RE A WINNER

* Thanks to everyone who removed snow, shoveled pathways, cleaned stranded cars, and transported people during the big snow we had on February 21st. It was so nice to not have to deal with snow, on top of worrying if we would all be here longer than our shift. *Pat Adrian*

HEALTHY RESOLUTIONS CLUB BY TONY MARTIN

Why Should I Diet?

Some people diet to lose those few nagging pounds that prevent them from wearing their favorite jeans while others diet to lose large amounts of weight. There is no right or wrong reason, however, in a society where obesity runs rampant, dieting is beneficial to both your health and self-esteem.

Explanation of Obesity

Obesity is now considered a chronic disease and the second leading cause of preventable death in the United States, notes Dr. Jeffrey A. Passer a doctor of internal medicine. When your body weight exceeds 20 percent of your ideal weight, it is then a health hazard, one that affects approximately 58 million people nationwide. Medical conditions stemming from obesity are linked to 300,000 premature deaths each year. The most common conditions include type II diabetes and heart disease.

Heart Disease

Heart disease, the leading cause of death among men and women, is the result of restricted or blocked blood flow to your heart due to hardened or narrow arteries. Depending on the artery that is blocked, you can suffer from a heart

attack or stroke. Chest pain and irregular heartbeats accompany a heart attack while facial or extremity numbness on one side of your body accompany a stroke. You may also experience blurred vision and garbled speech. Additional repercussions of heart disease include heart failure and sudden death.

Type II Diabetes

Type II diabetes was the sixth leading cause of death in the United States as of 2002, according to the Weight-control Information Network (WIN). This disease causes your blood sugar levels to rise abnormally high; high levels of blood sugar contribute to heart and kidney disease, blindness and stroke. Although the connection between obesity and diabetes is not exactly known, more than 85 percent of obese persons have diabetes. WIN suggests the extra weight changes cells, making them insulin resistant. This prevents the cells from using the sugar for energy, allowing it instead to collect in your blood.

Cancer

Cancer, the second leading cause of death in the United States, is the growth of abnormal cells that may spread to other areas of your body. The excess fat cells accompanying

your excess weight may release the hormones that contribute to the growth of cancerous cells. The various cancers that can develop include colon, kidney and esophageal. In women, postmenopausal breast and uterine cancers may result.

Emotional Problems

Obesity does not only affect adults but children and teens as well. The American Academy of Child and Adolescent Psychiatry states between 16 and 33 percent of children and teens are obese. Obesity commonly begins between the ages of 5 and 6, however, if an adolescent between the ages of 10 and 13 is obese, they have an 80 percent chance of becoming an obese adult. In addition to the health problems adults experience, children tend to suffer from a lower self-esteem and are usually less popular with children their age. This can lead to emotional problems such as depression, anxiety and obsessive compulsive disorder. If you are an obese parent with an overweight child, include your child as you change your eating habits. Be each others' support and be an example to your child.

NEW AND IMPROVED SNOW PLAN BY JEAN LUTHER

During the snow storm in December, there were some questions concerning priorities, communication between departments and who was responsible for some of the tasks. Several staff members met to discuss the problems encountered at that time and considered problems that could occur if a snow storm lasted for several days.

We now have a snow plan in place to ensure all aspects of a snow emergency are addressed, including

identifying someone to assume overall responsibility as the Incident Commander and to transfer that responsibility to the next shift. The Incident Commander oversees all communication and procedures related to the snowfall, including communicating with other departments as necessary. The present Snow Removal policy was also revised.

The plan was discussed with the Youth Security Supervisors during

their Wednesday meeting on February 20th and put into action immediately as a large amount of snow was forecasted for that afternoon and the following days, February 21st and 22nd. Several staff were able to assume the role of Incident Commander and they handled the challenge well.

Hopefully we won't be using this plan too often before next winter, but if we do I'm confident the staff will handle their roles with flying colors.

KIDS SAY THE DARNDDEST THINGS

Recently my grandson made an Uncle Sam craft project at school and it was damaged by the time he arrived at daycare. He was very upset and I offered to repair the damage if he left it at my house. A few days later his sisters were at our house and one of them offered to help me with the repairs. I was busy at the time and told her we would

work on it later.

She waited until she saw me in the kitchen and then asked if she could now help me to fix her brother's "Uncle Steve". I started laughing so hard I was crying and she knew she must have said the wrong name so



she quickly tried to correct her mistake and said, "I mean Uncle Stan!"

Submitted by Jean Luther

WHAT NOT TO WEAR (IN MARCH)

BY CORINNE JENSEN

For some people, it just doesn't pay to be organized. Such was the case for Jean Luther on Friday, March 8.

Prior to going to bed on Thursday evening, Jean laid out her clothes for work the next day. Since, Fridays are traditionally "wear red day", she pulled out a red blouse without a thought to look at it and a pair of jeans. On Friday, after working a couple of hours, Jean glanced in the mirror and to her surprise discovered that her shirt was for the Christmas season with the message "Deck the Halls". (See photo at right)

Being the good natured gal that she is, Jean proudly shared her fashion mistake in style with co-workers. Later, she was seen with her shirt inside out! Perhaps we need to nominate her for the TLC show, What Not To Wear!

Thanks for the good laugh, Jean!



Whoa!! Must have snowed two feet last night!

KUDOS TO

In honor of Employee Spirit Month, the News & Views Editorial Board encourages all employees to express their gratitude to a co-worker. This can be in appreciation for someone doing something special, having a positive attitude, providing help or any other good deed.

Poster boards for KUDOS are displayed in the Building 3 1st and 2nd Floor breakrooms and the mail room. Please include the employee's name and the compliment being recognized.

Look for the KUDOS boards to be published in the April News & Views issue!



May the sun shine, all day long, everything go right, and nothing wrong.

May those you love bring love back to you, and may all the wishes you wish come true!

MAINTENANCE NEWS BY CHERI D. & GARY P.

Maintenance staff made it through another snowstorm keeping the roadways and walkways on campus clear so staff could report to work as usual. The contractor has poured the concrete for the State van parking area on the east side of Building 3. This is working out very well and will alleviate some of the gravel and mud that was getting into the vehicles. The installation and painting of cabinets in the PVC area is just about finished. PVC staff

report this has been a big improvement and makes it a lot easier to organize the items they work with. There were a few minor repairs that were needed in the power plant which have been made and all is running good again. Now we wait and see what March will bring in the way of weather. Whatever comes our way, maintenance staff will stay on top of it.



Dean & Steve show off the new cabinets.

PROUD GRANDMA!



Hailyn Carey Fox was born on 1/18/13. Proud Grandma is Jane Wells. Congratulations!

BOOK AND CRAFT SALE

The Employee Wellness Committee has put together plans for an employee Book and Craft Sale. The Book and Craft Sale will be held on April 16 in Room 220, from 9:00 am to 3:00 pm. Books and crafts (already made crafts and/or craft supplies) in good condition are welcomed. Craft items should include items that can be used to complete a project or to start a project. Books of all kinds including romance, craft, spiritual, fiction, non-fiction will be accepted. All proceeds from this sale will go into a fund for employee activities. Items not sold will be available for the donator to claim and keep or to be donated to a non-profit organization determined by the Committee. Questions can be directed to Pam Schwabauer ext. 3398 or Cheri Delay, ext. 3223.

We hope you will take advantage of this opportunity to find some bargains and support future employee activities!

Happy 
St. Patrick's Day

THANK YOU!

Thanks for the card. I appreciate your thoughts.

Bill Gibson, CEO

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It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size & content.

AA/EOE/ADA

2012 LIBRARY VOLUNTEER AWARD KAREN BAISINGER



Oak, wall hanging cupboard unit.
Three doors. 54" wide x 24" tall x 12" deep. \$50. Call Marj @ 3166



To Give Away to a Good Home!
White, Male, Indoor Cat, 8 years old, front declawed & house trained.. Contact Dave B. @ 3304.